

	<b>HEALTH AND SAFETY MANAGEMENT SYSTEM</b>	Review 1 27 <sup>th</sup> Jan. 2023
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Tecnikabel S.p.A. strongly believes that the preservation of Occupational Health and Safety (H&S) is one of the main bases for Company's success.

To achieve its objectives, Top Management defined and maintains an Integrated Management System compliant with UNI ISO 45001: 2018 Standard requirements.

Top Management established, implemented and maintains an H&S policy, with the aim to provide safe and healthy working conditions, preventing work-related injuries and illnesses, with forms and methods appropriate to Tecnikabel S.p.A. size and context, also considering the specific nature of its risks and opportunities, pursuing a continuous improvement of H&S Management System and Policies adopted.

In details, Tecnikabel S.p.A.:

1. undertakes to manage its activities concerning H&S in full compliance with related national legislation and with all commitments the company entered into;
2. Provides the required resources to guarantee an adequate H&S Management System;
3. determines actions for a timely and constant identification and assessment of occupational Health and Safety risks, in order to prevent and reduce the number and severity of accidents, near-misses and occupational diseases;
4. activates health surveillance plans customized for each job role, designed to protect workers from health risks associated with the specific performed activity;
5. develops, implements and share emergency programs, in order to prevent and limit damages to people in the event of accidents;
6. defines, monitors and communicates (internally and externally) its objectives for H&S at Workplace, pursuing a continuous improvement of the same;
7. empowers, trains and motivates its workers to operate in a safe manner, involving personnel at all levels in a continuous training and information program, aimed at promoting the culture of Occupational Health and Safety, ensuring that company H&S responsibilities and procedures are properly updated, communicated and clearly understood;
8. manages its supply chain responsibly, considering the selection of suppliers which respect H&S issues;
9. involves workers in the making and continuous improvement of the H&S Management System, directly or through their representatives;

H&S objectives are analyzed during the annual Management System Review, as well as policy updates.

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Top Management is committed to achieve set goals, ensuring that each employee is aware of the relevance of his/her role in the accomplishment.

Top Management strongly believes that the pursuit of this Policy will result in concrete advantages to the Company and the Employees, allowing full satisfaction of both.

The Occupational Health and Safety Policy is:

- I. published on Company Website;
- II. available to all stakeholders, under request;
- III. Shared with all people working for Teknikabel S.p.A. or on its behalf.

Volpiano (Turin), Italy

27<sup>th</sup> January 2023

General Manager

*Andrea Piccini*



Employer

*Marcello Mangiavacchi*



Prevention and Protection Service Manager

*Diego Clerici*



Review	Emission Date	subject to review
0	16 <sup>th</sup> May 2018	First Issue
1	27 <sup>th</sup> January 2023	Added point "2.", Point "3." Modified with the addition of "near-misses", Addition of point "i." Update of General Manager reference. Addition of Employer and Prevention and Protection Service Manager Signatures